

Reaching Economic Self-Sufficiency: Mobility Mentoring™ at CWU



Mobility Mentoring™ is “the professional practice of partnering with clients so that over time they may acquire the resources, skills, and sustained behavior changes necessary to attain and preserve their economic independence”

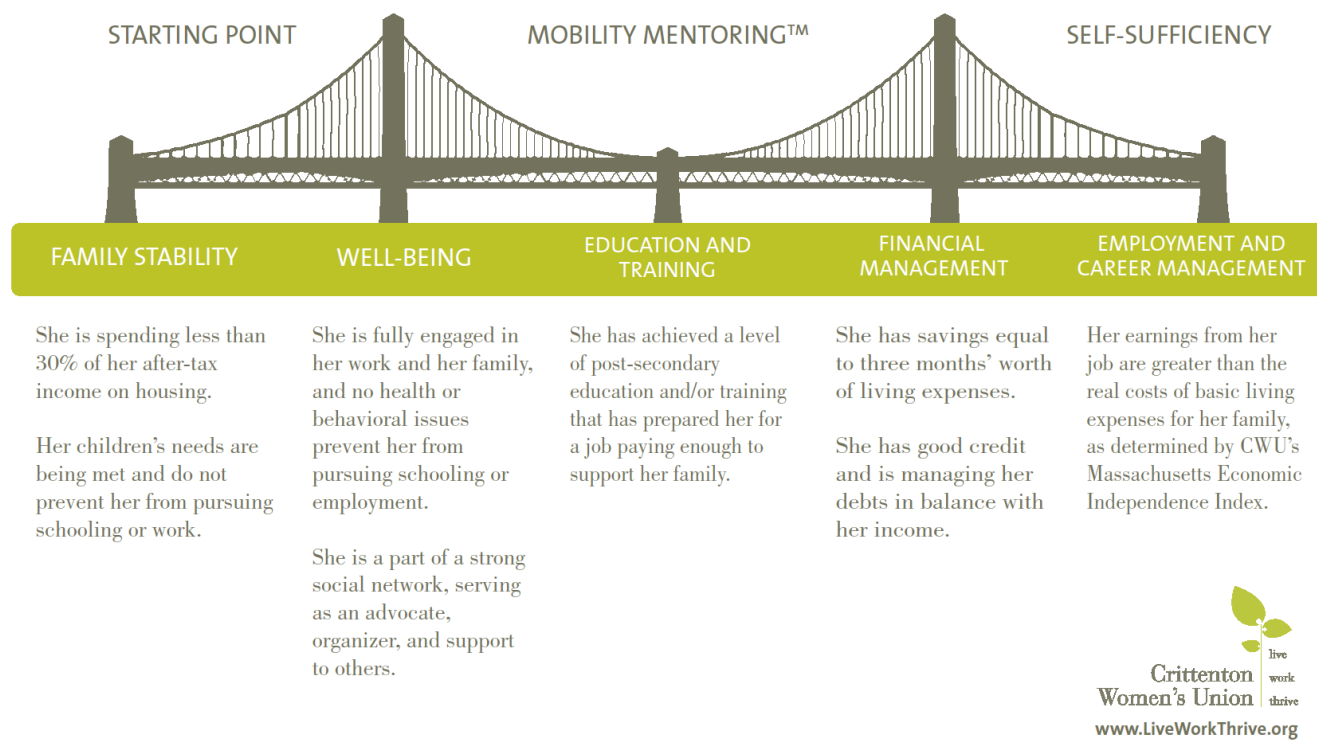
- It is an economic mobility platform developed by CWU after 2.5 years’ research and first deployed with clients in 2009;
- Its goal is to engage low-income households in a long-term process to ultimately attain economic independence: a family sustaining job at their MA Economic Independence Index Wage (usually \$50,000 and above) and \$10,000+ in savings.



Mobility Mentoring™ is Built Upon a Bridge

Crittenton Women's Union

Bridge to Self-Sufficiency™



Mobility Mentoring™ is Provided at 3 Levels of Intensity- Based on the Participant's Ability to Engage

Typical Examples	# of Goals Set at One Time	Timeframe for Goals' Completion	Focus of Mentoring	Goals Achieved
<u>Level 1</u> (Shelters, drop-in centers)	1-2 Pillars of the Bridge	Immediate next steps	Engagement	Applying to a training program
<u>Level 2</u> (Shelters, drop-in centers, programs)	2+ Pillars of the Bridge	Multi-step goals to be completed in 6 months or less	Persistence	Completing a semester of school or paying rent on time for 6 months
<u>Level 3</u> (CFO and FOS)	All 5 Pillars of the Bridge	Multi-year, set in 6 month increments	Resilience and Mastery	Buying a home; graduating from college.





Mobility Mentoring Level 1 and 2 Sample Outcomes Achieved at CWU in FY'12

- 77% of GED grads, 80% of job-readiness grads, and 100% of supported housing residents, were in school and/or working;
- 66% of all participants and 71% of housing guests had opened savings accounts;
- 99% of families in EA stabilization retained their housing for 12-18 months;
- 83% of supported housing , high-risk families had no rent arrearages;
- exiting working adults experienced an average of 85% increase in wages.

Mobility Mentoring- Level 3 (CFO Program) Sample Outcomes Achieved in FY'12

Pioneers (in program 3 yrs.)

- Monthly household earned income up 26% (\$2687/mo.);
- Personal (non-matched) savings multiplied by 10 (avg. \$2,106/ participant) since start;
- Education attainment at start- 42% no degree beyond HS; now 83% have degree beyond HS;
- 17% already moved out of public housing, off housing subsidies and achieved MA Index earnings (\$45-\$50K).



Mobility Mentoring- Level 3 (CFO Program- 40 families enrolled as of FY'12) Additional Outcomes Achieved

- 2 Homes purchased;
- 66 child-related goals achieved (e.g. IEP plans, health evals., & school performance) in FY'12;
- \$47,115 combined personal savings;
- 5yr. projected simple ROI on subsidy reductions 1.78



Crittenton
Women's Union

live
work
thrive

Mobility Mentoring- Lessons Learned

Achieving Self-sufficiency takes:

- **Investment-** Approximate costs of Mobility Mentoring:

Level 1 \cong \$1-2k pp/py;

Level 2 \cong \$3-5K pp/py;

Level 3 \cong \$7-10K pp/py;

- **Tools:** Mentors, Bridge™, Goals Frameworks, Incentives, Support Networks, and Consistent Goals Tracking are all crucial;

